



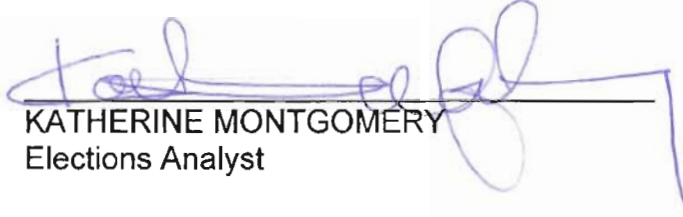
DEBRA BOWEN | SECRETARY OF STATE
STATE OF CALIFORNIA | ELECTIONS

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January 17, 2008

TO: ALL COUNTY CLERKS/REGISTRARS OF VOTERS/PROPONENT
(08026)

FROM:


KATHERINE MONTGOMERY
Elections Analyst

SUBJECT: **INITIATIVE #1318**

Pursuant to Elections Code section 336, we transmit herewith a copy of the Title and Summary prepared by the Attorney General on a proposed initiative measure entitled:

**TEACHER AND ADMINISTRATOR
COMPENSATION. STATUTE.**

The proponent of the above-named measure is:

William H. Schindler
2070 Lyric Avenue
Los Angeles, CA 90039

TEACHER AND ADMINISTRATOR
COMPENSATION. STATUTE.

CIRCULATING AND FILING SCHEDULE

1. Minimum number of signatures required: 433,971
California Constitution, Article II, Section 8(b)
2. Official Summary Date: Thursday, 01/17/08
3. Petitions Sections:
 - a. First day Proponent can circulate Sections for
signatures (Elec. Code § 336) Thursday, 01/17/08
 - b. Last day Proponent can circulate and file with the county.
All sections are to be filed at the same time within each
county. (Elec. Codes §§ 336, 9030(a)). Monday, 06/16/08*
 - c. Last day for county to determine total number of
signatures affixed to petitions and to transmit total
to the Secretary of State (Elec. Code § 9030(b)). Thursday, 06/26/08

(If the Proponent files the petition with the county on a date prior to
06/16/08, the county has eight working days from the filing of the petition
to determine the total number of signatures affixed to the petition and to
transmit the total to the Secretary of State) (Elec. Code § 9030(b)).
 - d. Secretary of State determines whether the total number
of signatures filed with all county clerks/registrars of
voters meets the minimum number of required signatures
and notifies the counties.....Saturday, 07/05/08**
 - e. Last day for county to determine total number of qualified
voters who signed the petition, and to transmit certificate
with a blank copy of the petition to the Secretary of State
(Elec. Code § 9030(d)(e))Friday, 08/15/08

* Date adjusted for official deadline, which falls on a weekend (Elec. Code § 15).

**Date varies based on the date of county receipt.

INITIATIVE #1318
Circulating and Filing Schedule continued:

(If the Secretary of State notifies the county to determine the number of qualified voters who signed the petition on a date other than 07/05/08, the last day is no later than the thirtieth working day after the county's receipt of notification). (Elec. Code § 9030(d)(e)).

- f. If the signature count is more than 477,369 or less than 412,273 then the Secretary of State certifies the petition as qualified or failed, and notifies the counties. If the signature count is between 412,273 and 477,369 inclusive, then the Secretary of State notifies the counties using the random sampling technique to determine the validity of **all** signatures (EC §9030(f)(g); 9031(a)).....Monday, 08/25/08*

- g. Last day for county to determine actual number of all qualified voters who signed the petition, and to transmit certificate with a blank copy of the petition to the Secretary of State. (Elec. Code § 9031(b)(c)).Wednesday, 10/08/08

(If the Secretary of State notifies the county to determine the number of qualified voters who have signed the petition on a date other than 08/25/08, the last day is no later than the thirtieth working day after the county's receipt of notification.) (Elec. Code § 9031(b)(c).)

- h. Secretary of State certifies whether the petition has been signed by the number of qualified voters required to declare the petition sufficient (Elec. Code §§ 9031(d), 9033) Sunday, 10/12/08*

*Date varies based on the date of county receipt.

IMPORTANT POINTS

- California law prohibits the use of signatures, names and addresses gathered on initiative petitions for any purpose other than to qualify the initiative measure for the ballot. This means that the petitions cannot be used to create or add to mailing lists or similar lists for any purpose, including fundraising or requests for support. Any such misuses constitutes a crime under California law. Elections Code section 18650; *Bilofsky v. Deukmejian* (1981) 124 Cal.App.3d 825, 177 Cal.Rptr. 621; 63 Ops.Cal.Atty.Gen. 37 (1980).
- Please refer to Elections Code sections 100, 101, 104, 9001, 9008, 9009, 9021, and 9022 for appropriate format and type consideration in printing, typing and otherwise preparing your initiative petition for circulation and signatures. Please send a copy of the petition after you have it printed. This copy is not for our review or approval, but to supplement our file.
- Your attention is directed to the campaign disclosure requirements of the **Political Reform Act of 1974**, Government Code section 81000 et seq.
- When writing or calling state or county elections officials, provide the official title of the initiative which was prepared by the Attorney General. Use of this title will assist elections officials in referencing the proper file.
- When a petition is presented to the county elections official for filing by someone other than the proponent, the required authorization shall include the name or names of the persons filing the petition.
- When filing the petition with the county elections official, please provide a blank petition for elections official use.

EDMUND G. BROWN JR.
Attorney General

State of California
DEPARTMENT OF JUSTICE



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January 17, 2008

FILED
In the office of the Secretary of State
of the State of California

JAN 17 2008

Debra Bowen
Secretary of State
1500 - 11th Street, 5th Floor
Sacramento, CA 95814

Debra Bowen, Secretary of State
By 
Deputy Secretary of State

RE: Title and Summary for Initiative No. 07-0087
TITLE: TEACHER AND ADMINISTRATOR COMPENSATION. STATUTE.

Dear Ms. Bowen:

Pursuant to the provisions in sections 336 and 9004 of the Elections Code, enclosed please find a copy of the Title and Summary issued for Initiative Number 07-0087, along with the text of the proposed measure.

Sincerely,



KRYSTAL PARIS
Initiative Coordinator

For EDMUND G. BROWN JR.
Attorney General

Enclosures

Proponent(s) public information:

William H. Schindler
2070 Lyric Avenue
Los Angeles, CA 90039

The Attorney General of California has prepared the following title and summary of the chief purpose and points of the proposed measure:

TEACHER AND ADMINISTRATOR COMPENSATION. STATUTE. Prohibits public school districts from paying any employee a salary higher than that paid to the highest-paid classroom teacher. Requires teachers and administrators to be paid on the same salary schedule according to their experience, education, and number of days worked. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: No fiscal effect on overall K-12 education spending. Redistribution of resources at the local level in response to a cap on administrator salaries. (Initiative 07-0087.)

13 November 2007

Edmund G. Brown, Jr.
Office of the Attorney General
1300 I Street
Sacramento, CA 95814

RECEIVED

NOV 19 2007

INITIATIVE COORDINATOR
ATTORNEY GENERAL'S OFFICE

Dear Mr. Brown:

I hereby request you to prepare a title and summary of the "Quality Teacher Recruitment and Retention Initiative" enclosed.

I am submitting herewith the required \$200 fee.

I have been a resident of the State of California since 1954.

Sincerely,

William H. Schindler
2070 Lyric Avenue
Los Angeles, CA 90039

Quality Teacher Recruitment and Retention Initiative

Whereas the recruitment and retention of experienced, well-qualified teachers in the classroom is an essential component of fixing what is broken in public education, and whereas the primary business of every school district is classroom instruction, this initiative mandates that no employee of any public school district in the State of California shall receive a salary higher than that received by the highest paid classroom teachers, and therefore that all certificated school personnel (teachers and administrators) henceforth shall be paid on the same salary schedule according to their years of experience, level of education, and number of days worked per year.

Proponent Arguments for the Initiative:

- At present certificated employees with equivalent years of experience and education receive higher salaries for positions outside the classroom, thus providing a powerful incentive for teachers to leave classroom teaching to enjoy higher salaries and deprive students of their instructional experience and expertise. This initiative would remove the financial incentive for teachers to leave the classroom for other district jobs;
- Certificated employees who occupy administrative positions get paid on a separate, higher pay scale than classroom teachers, again creating an incentive for experienced classroom teachers to seek such positions and deprive students of their instructional experience and expertise. This initiative would remove the financial incentive to seek administrative over classroom positions;
- Paying out-of-classroom employees more than classroom teachers creates the false impression that their positions and duties are more important to the business of education than those of classroom teachers, thus demeaning the teaching profession. This initiative would send the clear message that classroom teachers perform the most essential activity in school districts, and that all other district positions exist solely to provide support either directly or indirectly to classroom teachers. This change will help districts recruit and retain the best and brightest as teachers;
- These pay inequities and administrative structures are based on for-profit business models that are inappropriate in publicly funded education where administrators do not have to demonstrate measurable results to obtain or retain their jobs, and where nepotism and misappropriation of funds (as recently uncovered in the Los Angeles Unified School District) are all-too-common when the foxes are left to guard the henhouse. This initiative puts financial resources more directly in classrooms, encouraging rethinking of the respective roles of teachers and administrators;
- An example of this new thinking would be having teacher performance evaluated primarily by those best qualified to judge teacher performance, i.e. other teachers, with some input from a local administrator. Each faculty would elect one or more experienced teachers (five years or more service) from their school to serve on a panel of at least five (5) evaluators for a limited term. The panel of evaluators would be composed of no more than one teacher and one administrator from the same school to avoid undue influence or personal bias as much as possible;

- Opponents of the initiative object that it would be difficult to find qualified persons to occupy administrative and district superintendent positions under this mandate. However, this initiative will likely put upward pressure on certificated salaries, encouraging the best and brightest to serve where they can contribute the most. It will also likely create added incentive for teachers to upgrade their profession through cooperative mutual evaluation and training. This initiative will encourage those who left classroom teaching motivated primarily by higher salaries to move on to other careers in the for-profit sector more appropriate to their goals.
- Society has been operating for decades paying higher salaries to administrators and superintendents, but we have not seen these expenditures pay off in terms of effective and lasting changes in facing the challenges of education in our complex and ever-changing society. It is time to put the financial resources back in the classroom, as this initiative mandates, and redefine the role of administrators as professional support staff to classroom teachers.